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ABSTRACT

During the spring of 1973, an indepth survey of the status of pupil personnel services in New York school districts was conducted as part of the State Education Department's regular program for such studies. The survey was a cooperative effort of the Division of Pupil Personnel Services, the Bureau of Educational Data Systems, and the Bureau of Statistical Services. This primarily statistical report summarizes the results of the survey and is concerned with the management of pupil personnel services. It should be useful to local school officials in contrasting their programs with others around the State. (Author)

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# PUPIL SERVICES

# NEW YORK STATE

# 1973

The University of the State of New York
THE STATE EDUCATION DEPARTMENT
Division of Pupil Services
Albany, New York 12224
August 1974

ED 099740

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## FOREWORD

During the spring of 1973, an indepth survey of the status of pupil personnel services in New York State school districts was conducted as part of the State Education Department's regular program for such studies. The survey was a cooperative effort of the Division of Pupil Personnel Services, the Bureau of Educational Data Systems, and the Bureau of Statistical Services.

This report summarizes the results of the survey and is concerned with the management of pupil personnel services. It should be useful to local school officials in contrasting their programs with others around the State.

Further information concerning this report may be obtained from the Division of Pupil Personnel Services.

Stanley L. Raub
Associate Commissioner for Educational
Finance, Management and School Services

# I INTRODUCTION

Every five years, the Department's Basic Educational Data Systems, in cooperation with Department units, undertakes an "indepth survey" of the status of the educational speciality which is the responsibility of a unit, in New York State schools. This document reports the results of a survey of pupil services (pupil personnel services) conducted during the 1972-73 school year.

The survey was mailed to 772 school districts. Results are reported for 660 districts. The number and percent of responding districts by enrollment size are listed below.

| Enrollment Size | Districts Surveyed | Districts Responding | Percent Responding |
|---|---|---|---|
| 1 - 749 | 160 | 121 | 76 |
| 750 - 1,499 | 148 | 136 | 92 |
| 1,500 - 3,499 | 224 | 196 | 88 |
| 3,500 - 5,999 | 106 | 92 | 87 |
| 6,000 - 9,999 | 58 | 54 | 93 |
| 10,000 - 25,000 | 39 | 37 | 85 |
| over 25,000 | 37 | 24 | 65 |
| TOTAL STATE | 772 | 660 | 86 |

The percent responding for the entire state, 86, must be considered a most satisfactory rate of return. Therefore, the results reported can be regarded as substantially representative of the status of pupil services in New York State public school districts.

The New York City Community School Districts are included in the "over 25,000" category, as individual districts.

The report has two major sections: the pupil services administrator and the pupil services program.

For each of the items in the survey, percents are reported, based on the number of responding districts, by enrollment size.

A very early review of the results made apparent that the pupil services program tends to become more sharply defined as the enrollment size of the districts increases. To capture the operation of this "size phenomenon" (SP) and to avoid excessive listing of statistics, where appropriate for particular items, "SP" is entered followed by figures for those enrollment size ranges which illustrate points on an essentially consistent continuum across all of the ranges. For example, see the following:

| SP | |
|---|---|
| 1 - 749 | 12 percent |
| 10,000 - 25,000 | 47 percent |

This indicates a fairly regular increase in the incidence of the characteristic described by size of district between the enrollment sizes listed. Any large variation from the pattern will be noted if the SP procedure is followed.

For the purposes of this report, pupil services include guidance (school counseling), school psychology, school social work, school attendance, pupil accounting, and school health. In the Department, all but school health are administered in the Division of Pupil Services. School health services are administered through the Health Services Unit of the Division of Drug and Health Education Services.

## II THE PUPIL SERVICES ADMINISTRATOR

The following paragraphs describe pertinent attributes of the administrator of pupil services.

### A. Administrative Level

Considering level one as the chief school officer and the second, third, and fourth levels as successive hierarchical layers reporting upward, 47 percent of those responsible for administering pupil services were located at the second level. Twenty-eight percent were found at the first level and 22 percent at the third.

In smaller school districts, the chief school officer was quite often directly responsible for administering pupil services. In districts in the smallest enrollment size range, this was true of 49 percent. The proportion of districts in which the responsibility for administering pupil services was located at the third level increased from 9 percent among those in the smallest enrollment size, quite regularly to 46 percent in districts of between 10,000 and 25,000 pupils. Among the largest size districts, over 25,000, only 17 percent lodged responsibility at the third level and 58 percent at the second level.

### B. Negotiating Group

The administrator of pupil services was a member of the teachers' group in 26 percent of the districts, of the administrators' group in 49 percent of the districts and of other groups in 12 percent of the districts. Examination of the distribution by enrollment size does not reveal marked differences from those percents except that 63 percent of the pupil service administrators in districts in the 6,000-9,999 enrollment range, 75 percent of those in the over 25,000 enrollment range, but only 30 percent of those in the 10,000-25,000 enrollment range belonged to the administrators' group.

### C. Contract Duration

The contracts of the majority of administrators of pupil services (54 percent) have a duration of 12 months. Thirty-five percent have 11 month contracts and 11 percent, 10 month contracts. In districts with a pupil population in excess of 25,000, 46 percent of the administrators have a 10 month contract.

D. Full or Part-Time

Roughly two of every three pupil service administrators perform other duties in addition to administering pupil services, as illustrated below.

| District Enrollment Size | Percent of Districts with Full-Time Pupil Service Administrators |
|---|---|
| 1 - 749 | 15 |
| 750 - 1,499 | 26 |
| 1,500 - 3,499 | 20 |
| 3,500 - 5,999 | 44 |
| 6,000 - 9,999 | 65 |
| 10,000 - 25,000 | 81 |
| over - 25,000 | 75 |
| TOTAL STATE | 33 |

E. Elementary vs Secondary Responsibility

Those most responsible for the administration of pupil services are likely to be responsible for services at both elementary and secondary levels. This was true in 82 percent of the districts. In 14 percent of the districts, the person administering pupil services was responsible only at the secondary level and in 4 percent, at the elementary level only. It was noted that in three smaller size categories of districts, ranging up to 3,499 pupils, 16 percent, 26 percent, and 15 percent of the administrators were responsible for secondary level pupil service programs, only.

F. Certification

These are the certificates held by the person in the district most responsible for the administration of the pupil services program.

| Certificates | Percent |
|---|---|
| Attendance Teacher | 3 |
| Guidance Counselor | 53 |
| School Nurse Teacher | 2 |
| School Psychologist | 10 |
| School Social Worker | 1 |
| Elementary School Teacher | 19 |
| Secondary School Teacher | 49 |
| Special Education Teacher | 2 |
| School District Administrator | 49 |
| School Administrator and Supervisor | 41 |
| Statement of continued eligibility as director of pupil personnel services | 14 |
| Other | 7 |

## III THE PUPIL SERVICES PROGRAM

### A. Establishing A Direction

1. Philosophy, goals, objectives

Only 29 percent of the districts reporting indicated that they have a written statement concerning the philosophy, goals, and objectives of their pupil services programs.

2. Policies and procedures

Of the reporting districts, 39 percent indicated that they have written policies and procedures for pupil services personnel to follow.

| SP | |
|---|---|
| 1 - 749 | 12 percent |
| over 25,000 | 70 percent |

3. Policy in particular

The districts indicated that they have a written policy in various areas as listed below:

| Policy Area | Percent of Districts |
|---|---|
| Drug use by students | 60 |
| Education of unwed mothers | 28 |
| Confidentiality of pupil records | 50 |
| Matters relating to students and VD | 9 |
| Cooperation with community agencies | 21 |

| SP | Drugs | Unwed Mothers | Confidentiality | VD | Agencies |
|---|---|---|---|---|---|
| 1 - 749 | 43 percent | 15 percent | 31 percent | 4 percent | 15 percent |
| 10,000 - 25,000 | | 46 percent | | 22 percent | 41 percent |
| over 25,000 | 88 percent | 83 percent | 96 percent | 74 percent | 71 percent |

4. Advisory Councils

Pupil services advisory councils have been established in 23 percent of the districts. There is a regular increase in the proportion of districts with such councils by size. In the smallest districts, 12 percent report such councils, and 71 percent of the largest districts. Parents were members of 29 percent of the councils, pupils of 15 percent, teachers of 62 percent, administrators of 80 percent, pupil service staff members of 92 percent, and the remaining membership was from

other groups. The advisory council met monthly in 40 percent of the districts, weekly in 8 percent, quarterly in 15 percent, semi-annually in 11 percent and annually or irregularly in the other districts which have councils.

B. Determining Program Quality

1. Local estimates of program quality

Of the combined reporting districts, 14 percent rated their program of pupil personnel services as very good, 39 percent good, 29 percent average, 12 percent fair, and 3 percent poor. If the "very good" and the "good" ratings are combined, 54 percent of the districts rated their programs as at least "good."

| SP | At least "good" |
|---|---|
| 1 - 749 | 40 percent |
| 10,000 - 25,000 | 78 percent |
| over 25,000 | 67 percent |

2. Evaluation programs

Only 14 percent of the districts reporting, or 92, have a program to evaluate the extent to which pupil services staff are meeting their stated goals and objectives.

| SP | |
|---|---|
| 1 - 749 | 8 percent |
| 6,000 - 9,999 | 24 percent |
| over 25,000 | 54 percent |

3. Annual reports

Annual reports were written in 42 percent of the reporting districts to describe the extent of pupil services activities performed.

| SP | |
|---|---|
| 1 - 749 | 25 percent |
| 6,000 - 9,999 | 70 percent |
| 10,000 - 25,000 | 46 percent |
| over 25,000 | 88 percent |

5. Sources of assistance in improving program quality

The following resources were reported as helpful in improving the quality of the pupil services program by the percent of districts indicated.

| Resource | Percent |
|---|---|
| Division of Pupil Personnel Services, State Education Department | 82 |
| Other state education department divisions or bureaus | 39 |
| College and university consultants | 34 |
| Private consultants | 10 |
| Pupil Personnel Services Directors in local area | 59 |
| Board of Cooperative Educational Services | 60 |
| Local pupil personnel services staff | 62 |
| Other | 12 |

Variation by district size was not particularly marked.

C. Services and Functions

1. Services included under pupil service administrator

The distribution of services under the jurisdiction of the administrator primarily responsible for pupil services is reported below.

SERVICES UNDER PUPIL SERVICES ADMINISTRATOR
PERCENT OF DISTRICTS

| | Enrollment Size | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Service | 1 - 749 | 750 - 1499 | 1500 - 3499 | 3500 - 5999 | 6000 - 9999 | 10,000 - 25,000 | Over 25,000 | TOTAL STATE |
| Attendance | 66 | 76 | 77 | 76 | 83 | 89 | 92 | 76 |
| Guidance | 90 | 95 | 94 | 86 | 86 | 86 | 100 | 91 |
| Psychology | 78 | 82 | 91 | 96 | 93 | 95 | 88 | 88 |
| Health | 65 | 74 | 79 | 84 | 83 | 78 | 67 | 76 |
| Social Work | 41 | 40 | 45 | 50 | 65 | 73 | 95 | 49 |
| Speech and Hearing | 47 | 47 | 60 | 74 | 89 | 95 | 38 | 62 |
| Special Education Mentally and Physically Handicapped | 69 | 75 | 82 | 90 | 94 | 95 | 92 | 82 |
| Other | 69 | 66 | 74 | 74 | 78 | 70 | 67 | 70 |

2. Distribution of functional responsibility

Due to the great variation in the materials describing pupil personnel services, it was necessary to make a choice of a classification system for the functions of pupil personnel services. The classifications below are from Gordon P. Liddle and Arthur M. Kroll, Pupil Services for Massachusetts Schools: A Summary Report; Boston: Massachusetts Advisory Council on Education, 1969, p. 6 (as reported in Focus on Guidance, June, 1971, p. 4).

1. Feedback to the System:

The impact of the school structure, climate, and educational programs on pupils is assessed. Recommendations regarding organizational modification to facilitate pupil development are proposed as needed.

2. Staff Consultation:

Consultation is provided for teachers in the areas of mental health and human growth and development in order to foster better understanding of the pupil.

3. Parent Consultation:

Individual and group meetings are held with parents to enlist their cooperation by helping them to become knowledgeable about and actively related to the pupil's school progress.

4. Remedial and Special Help:

The pupil who has special learning needs which cannot be met in a group instructional program is given individual help and attention.

5. Pupil Counseling:

The pupil is provided with the opportunity to explore his personal feelings with peers or an adult counselor within a sympathetic noncritical environment.

6. Pupil Guidance:

The pupil is given relevant educational and occupational information and is helped to understand his own ability and limitation in order that he may be better able to make decisions about his life.

7. Research and Experimentation:

Studies of pupil needs and characteristics are conducted, and the outcomes of the school's programs intended to meet those needs are evaluated.

8. Pupil Study:

The pupil is screened, information necessary for understanding him is gathered and evaluated, a method for correcting any problem is established, periodic followups are made to check progress and to see if any modifications in plans are necessary.

9. Pupil Progress Monitoring:

The pupil's progress is monitored so that signs of learning difficulties can be spotted and the validity of his placement can be checked.

10. Pupil Admissions and Placement:

The pupil's present stage of development is evaluated so that he may be placed in a program that is appropriate for him.

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The functional responsibilities for various aspects of pupil services which were performed by certain pupil service workers and others within the school system are indicated below.

| Responsible Person | Percent of Districts | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Feed-back to the System | Staff Consul-tation | Parent Consul-tation | Remedial and Special Help | Pupil Coun-seling | Pupil Guid-ance | Research and Experi-mentation | Pupil Study | Pupil Progress Monitor-ing | Pupil Admissions and Placement |
| Directors or Asst. Supt. for PPS | 52 | 50 | 44 | 23 | 27 | 25 | 44 | 33 | 31 | 35 |
| Attendance teachers | 40 | 34 | 47 | 9 | 30 | 14 | 6 | 15 | 11 | 10 |
| Guidance counselors | 80 | 85 | 92 | 54 | 93 | 93 | 50 | 82 | 82 | 89 |
| School Nurse-Teachers | 63 | 76 | 80 | 34 | 60 | 27 | 12 | 43 | 22 | 21 |
| School Social Workers | 24 | 27 | 29 | 14 | 27 | 15 | 6 | 21 | 14 | 11 |
| School Psychologists | 72 | 82 | 83 | 65 | 81 | 44 | 43 | 72 | 56 | 59 |
| Directors or Asst. Supt. for Instruction | 33 | 28 | 16 | 9 | 5 | 4 | 29 | 12 | 13 | 10 |
| Principals | 82 | 80 | 82 | 38 | 51 | 41 | 57 | 53 | 62 | 60 |
| Other | 20 | 20 | 22 | 21 | 13 | 11 | 14 | 18 | 18 | 16 |

3. Earliest Implementation

The districts indicated the school level at which various pupil service functions were initiated.

| Function | Present | | | |
|---|---|---|---|---|
| | Pre-K Level | Elementary Level | Middle School or Junior High Level | Senior High Level |
| Feedkback to the System | 28 | 62 | 4 | 1 |
| Staff Consultation | 25 | 68 | 4 | 1 |
| Parent Consultation | 40 | 55 | 3 | 0 |
| Remedial and Special Help | 18 | 76 | 2 | 0 |
| Pupil Counseling | 8 | 54 | 35 | 1 |
| Pupil Guidance | 6 | 40 | 50 | 2 |
| Research and Experimentation | 17 | 50 | 5 | 2 |
| Pupil Study | 24 | 67 | 4 | 0 |
| Pupil Progress Monitoring | 15 | 77 | 4 | 0 |
| Pupil Admissions and Placement | 32 | 54 | 9 | 3 |

Districts with more than 25,000 pupils are more active than other districts in activities at the pre-K level.

4. Developmental/preventive programs

Responding districts reported the existence of the following preventive-developmental programs in the percents indicated:

| Program | Enrollment Size | | |
|---|---|---|---|
| | Total State | 1-749 | Over 25,000 |
| Drug abuse prevention | 73 | 63 | 96 |
| Dropout prevention | 54 | 43 | 75 |
| Parent education | 50 | 31 | 100 |
| Early identification of learning disabilities | 81 | 66 | 92 |
| Pupil information monitoring | 47 | 42 | 54 |
| Interracial relations | 15 | 5 | 79 |
| Prekindergarten screening | 51 | 40 | 62 |
| Other | 6 | 2 | 37 |

5. Committees for Handicapped Children

The combined reporting districts indicated that their committees for handicapped children met weekly in 6 percent of the districts, monthly in 18 percent, quarterly in 11 percent, semiannually in 13 percent, annually in 7 percent, never in 8 percent, irregularly in 34 percent. If it can be presumed that committees for handicapped children, to be effective, should meet weekly or at least monthly, we find that 25 percent of the reporting districts did meet that frequently.

| SP | weekly or monthly meetings |
|---|---|
| 1- 749 | 11 percent |
| 10,000-25,000 | 73 percent |
| over 25,000 | 38 percent |

In the reporting districts, the following proportion of the districts indicated that a particular pupil service was represented on the committee for handicapped children: attendance teacher-17 percent, guidance counselor-57 percent, school nurse-teacher-66 percent, school psychologist-82 percent, school physician-66 percent, school social worker-19 percent, teacher of special education-52 percent, administrator of special education-48 percent, and other-45 percent.

6. Home visits

The table describes the percent of districts in which various pupil service workers spent more than 10 percent of their time in home visits.

| | Percent of districts More than 10 percent of time in home visits | | | | |
|---|---|---|---|---|---|
| SP | Att. Tchr. | Sch. Coun. | Sch. N.T. | Sch. Psy. | Sch. S.W. |
| 1- 749 | 7 | 7 | 17 | 6 | 3 |
| 750- 1,499 | 10 | 1 | 16 | 4 | 10 |
| 1,500- 3,499 | 26 | 1 | 12 | 6 | 20 |
| 3,500- 5,999 | 43 | 1 | 16 | 6 | 38 |
| 6,000- 9,999 | 65 | 7 | 6 | 4 | 54 |
| 10,000-25,000 | 65 | 8 | 22 | 14 | 70 |
| over 25,000 | 96 | 12 | 21 | 4 | 46 |
| TOTAL STATE | 30 | 3 | 15 | 6 | 24 |

7. Liaisons with community resources

Districts reported the community agencies or services with which their pupil service program has effective working arrangements. The percents with

arrangements with particular agencies for the combined reporting districts are listed below:

| Agency | Percent |
|---|---|
| Social Services Department | 88 |
| Mental Health Clinic | 87 |
| Probation Department | 81 |
| State Employment Service | 64 |
| Family Court | 75 |
| Private child caring agencies | 30 |
| Other | 19 |

| SP | Soc. Svcs. | M.H. | Prob. | SES | F.C. | P.C.C. | Oth. |
|---|---|---|---|---|---|---|---|
| 1-749 | 79 | 73 | 58 | 53 | 51 | 10 | 6 |
| over 25,000 | 92 | 100 | 96 | 96 | 95 | 38 | 41 |

D. Pupil Services Staffing

1. Distribution by BEDS title

Listed below are the numbers of personnel in the several pupil services specialities as reported by BEDS (Basic Educational Data System) for 1972-73. This is an unduplicated count of positions, for the entire State, some of which may be part-time.

| | |
|---|---|
| a. attendance services | 673 |
| district supervising attendance officer | 62 |
| division supervising attendance officer | 5 |
| supervisory attendance teacher | 45 |
| attendance teacher | 561 |
| b. psychological services | 1734 |
| supervising school psychologist | 46 |
| chief school psychologist | 33 |
| school psychologist | 1655 |
| c. social work services | 717 |
| supervising school social worker | 32 |
| school social worker | 685 |
| d. guidance services | 5749 |
| guidance director | 407 |
| guidance coordinator | 193 |
| supervising counselor (multi-building) | 39 |
| supervising counselor (single-building) | 85 |
| elementary school counselor | 732 |
| secondary school counselor | 3791 |
| guidance teacher | 502 |
| e. health services | 2587 |
| consulting psychiatrist | 80 |
| supervising school nurse-teacher | 83 |
| school nurse-teacher | 2321 |
| dental hygiene teacher | 103 |
| f. total, all services | 11,460 |

2. Major assignment area

An attempt was made to determine, for the positions listed in "one" above,

their level and/or location within the organization of the school districts. Again, the data are from BEDS and are for 1972-73.

| | |
|---|---|
| BOCES | 831 |
| Central Office | 7236 |
| K-12 | 176 |
| Junior-Senior high school | 580 |
| Senior high school | 1032 |
| Junior high school | 567 |
| Middle school | 340 |
| Elementary | 698 |
| Total | 11,460 |

The above is not an unduplicated count of positions since some BOCES personnel also appear at levels and locations within the school district in the data collection process. Of the 831 pupil services workers, 434 were school psychologists. Approximately one-half of the 831 positions were located in BOCES special education programs.

The "central office" figure indicates the number of respondents who served in two or more buildings.

3. Selected staffing ratios, 1972-73

Some data are available concerning the number of pupils assigned to pupil service workers. These ratios are based on the total number of pupils in a district (K-12) and the number of full-time equivalent personnel in the speciality in the district.

Note that personnel here vary somewhat from those reported in "one" above. For programming purposes within BEDS, these definitions apply:

guidance counselor - supervising guidance counselor (single and multi-building), elementary school counselor, secondary school counselor.

nurses - supervising school nurse-teacher, school nurse-teacher

psychologists - supervising school psychologist, chief school psychologist, school psychologist.

dental hygienists - dental hygiene teacher

other - librarian aides, various categories of pupil service administrators, all attendance positions, certain psychology aides and administrators, all school social workers, directors and coordinators of guidance, guidance teachers, certain administrators of health services.

Librarians are included because they are included in the BEDS "total pupil services" calculation.

Pupils per full-time equivalent staff members at selected percentiles, New York State, 1972-73

| Pupil Service | Districts Reporting | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| guidance counselors | 522 | 522 | 664 | 845 | 1191 | 1671 |
| nurses | 638 | 592 | 719 | 913 | 1297 | 1979 |
| psychologists | 551 | 1280 | 1909 | 2935 | 4370 | 6227 |
| dental hygienists | 212 | 1158 | 1528 | 2167 | 3618 | 5884 |
| other | 596 | 605 | 852 | 1410 | 2348 | 3922 |
| librarians | 614 | 551 | 699 | 927 | 1217 | 1920 |
| Total pupil services | 716 | 168 | 203 | 250 | 312 | 404 |

It may be of some interest to list the median pupil load for the same services for the State in 1970-71.

| Service | Median Pupil Load |
|---|---|
| guidance counselors | 881 |
| nurses | 878 |
| psychologists | 2874 |
| dental hygienists | 2276 |
| other | 1297 |
| librarians | 870 |
| Total pupil services | 242 |

4. Staffing from BOCES

The proportion of districts reporting that they obtained professional pupil personnel services from the Board of Cooperative Educational Services is listed below:

| Enrollment Size | Percent |
|---|---|
| 1-749 | 74 |
| 750-1499 | 75 |
| 1500-3499 | 61 |
| 3500-5999 | 47 |
| 6000-9999 | 56 |
| 10,000-25,000 | 41 |
| Over 25,000 | 0 |
| Total state | 61 |

Districts reported the services they purchased from BOCES and the number of days of such service. Except for school psychology and "other," the number of districts reporting BOCES pupil services was not significant. The proportion of districts obtaining up to three days of service for school psychology and for "other services" is reported below:

| Enrollment Size | Percent School Psychology | Other |
|---|---|---|
| 1-749 | 49 | 25 |
| 750-1,499 | 65 | 37 |
| 1,500-3,499 | 39 | 26 |
| 3,500-5,999 | 15 | 18 |
| 6,000-9,999 | 7 | 19 |
| 10,000-25,000 | 11 | 19 |
| Over 25,000 | 0 | 0 |
| Total state | 37 | 25 |

5. Quality of preservice preparation

The districts reported their assessment of the general quality of the preservice preparation of the various pupil service workers. The proportion reporting their assessment of each service is good, fair, or poor, or which have no opinion, is listed below.

| Pupil Service | Percent Good | Fair | Poor | No Opinion |
|---|---|---|---|---|
| School attendance | 32 | 16 | 4 | 48 |
| Guidance | 62 | 18 | 4 | 15 |
| School psychology | 62 | 15 | 3 | 20 |
| School social work | 22 | 10 | 2 | 65 |
| School health | 64 | 15 | 2 | 19 |

6. Paraprofessionals

The number of paraprofessionals employed in the various pupil services is reported below. Note that these are the number of paraprofessionals employed, not the number of districts employing them.

| Enrollment Size | Psychological Services | Social Work Services | Health Services | Attendance | Guidance |
|---|---|---|---|---|---|
| 1-749 | 11 | 4 | 17 | 16 | 76 |
| 750-1,499 | 9 | 4 | 38 | 46 | 13 |
| 1,500-3,499 | 13 | 6 | 80 | 80 | 36 |
| 3,500-5,999 | 12 | 12 | 73 | 43 | 19 |
| 6,000-9,999 | 1 | 17 | 68 | 9 | 23 |
| 10,000-25,000 | 13 | 30 | 30 | 6 | 123 |
| Over 25,000 | 12 | 363 | 114 | 230 | 628 |
| Total state | 71 | 436 | 420 | 430 | 918 |

7. Student involvement in delivery of services

The districts reported the involvement, under supervision, of students in the delivery of various pupil personnel services. Below, the proportions are reported for the combined districts.

| Pupil Services | Percent |
|---|---|
| School attendance | 28 |
| Guidance | 26 |
| School psychology | 7 |
| School social work | 4 |
| School health | 23 |

F. Major Concerns

The districts reported their major concerns related to improvement of their district program of pupil personnel services. Below, the proportions of districts reporting particular concerns is indicated as well as the proportion in the smallest size category and the largest size category. These last two items are included to display the range of proportion of concerns which increases fairly regularly by enrollment size.

| Major Concerns | Percent | | |
|---|---|---|---|
| | Total State | 1-749 | Over 25,000 |
| Development of a district program which operates consistently in all district buildings | 53 | 19 | 75 |
| The development of the understanding of pupil personnel objectives and procedures among administrators | 44 | 27 | 88 |
| The development of the understanding of pupil personnel objectives and procedures among district instructional staff | 71 | 67 | 67 |
| The development of the understanding of pupil personnel objectives and procedures among district pupil services staff | 36 | 21 | 54 |
| The development of the understanding of pupil personnel objectives and procedures among district pupils | 53 | 52 | 67 |
| The development of the understanding of pupil personnel objectives and procedures among district residents | 62 | 49 | 87 |

| | | | |
|---|---|---|---|
| The development of the understanding of pupil personnel objectives and procedures among district board of education | 57 | 54 | 71 |
| Evaluation of the district pupil service program | 47 | 27 | 75 |
| Evaluation of the district's attendance program | 31 | 20 | 62 |
| Evaluation of the district's guidance program | 54 | 47 | 75 |
| Evaluation of the district's school psychology program | 41 | 32 | 71 |
| Evaluation of the district's social work program | 24 | 21 | 70 |
| Evaluation of the district's school health program | 34 | 29 | 67 |
| Evaluation of an effective pupil information system | 44 | 37 | 67 |
| Coordination of the efforts of itinerant pupil service workers | 20 | 9 | 62 |
| Accomplishment of program objectives by obtaining personnel service workers in adequate numbers | 49 | 26 | 88 |
| Accomplishment of program objectives by obtaining pupil personnel service workers with adequate skills | 34 | 25 | 75 |

G. State Education Department, Division of Pupil Services

1. Assessment of Division Services

In the combined reporting districts, services of the Division of Pupil Services were found to be useful in the proportion of districts indicated: publications-75 percent, newsletters-77 percent, consultation in the school district-17 percent, annual conferences-19 percent, area workshops-28 percent, phone conversations-40 percent, correspondence-28 percent. For these services of the division, there is a regular increase in the proportion of districts reporting them as useful, ranging from the smallest to the largest except that for each service, except publications and newsletters, there was a marked drop in

the proportion appreciating the services between districts with a population of 10-25,000 pupils and those over 25,000.

2. Collaborative topics

Districts reported that they would like to explore with the Division of Pupil Services and with representatives of other school districts. The percent reporting such an interest for the total state, among the smallest districts and among the largest districts is reported below.

| Topic | Total State | 1-749 | Over 25,000 |
|---|---|---|---|
| Pupil personnel services team building | 27 | 11 | 50 |
| Evaluation (accountability) | 60 | 52 | 83 |
| Program management | 30 | 21 | 62 |
| Inservice education for pupil workers | 31 | 18 | 70 |
| Program planning | 38 | 36 | 58 |
| Pupil information systems | 35 | 27 | 62 |
| Differentiated staffing | 26 | 16 | 42 |
| Pupil services and the ESEA I priorities | 28 | 28 | 79 |